

A monthly publication of the
U.S. Coast Guard
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CIVIL RIGHTS ON DECK



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Training For All: Including Senior Leadership



New Coast Guard senior leaders attended their mandatory training, *Executive Leadership Equal Opportunity Seminar (SELEOS)* March 15-16. The training was held at the Defense Equal Opportunity Management Institute (DEOMI) on Patrick Air Force base, Melbourne, Fla.

Pictured (Clockwise, starting left of sign) RADM Erica Schwartz, CDR Kimberly Chesteen (staff), CMC Jason Wong, CMC Shawn Marchinek, YN2 Robert Keogh (staff), CMC Joseph Smith, Mr. Michael Derrios, Mr. Eric Nestor, CMC Adwoa

Hendricks, ETCS Mark Allen (staff), CMC Sean McPhilamy, Ms. Terri Dickerson (staff), RDML Anthony Vogt, RDML Joanna Nunan. Submitted by Ms. Jeanell Thomas

ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH



During the month of May federal agencies recognize National Asian American and Pacific Islander Heritage Month; this year's theme is "Walk Together, Embrace Differences, Build Legacies." This observance honors and values the contributions of Asian American/ Pacific Islanders. We celebrate the important impact they have in our communities, our nation and in the Coast Guard. To learn more about the special observance, visit www.deomi.org.

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You've Reached An Agreement, Why Breach?

The Equal Employment Opportunity Commission's Office of Federal Operations (OFO) found that the Department of Homeland Security, Customs and Border Protection (CBP) breached a settlement agreement when the agency failed to remove a two-day suspension from a complainant's electronic official personnel file (eOPF) by the agreement date. OFO rejected the agency's justification that the complainant was under investigation for misconduct and the agency had not made a decision whether to issue discipline. OFO reasoned that CBP was aware of the settlement agreement deadline, and could have kept the matter under investigation indefinitely. OFO ordered the agency to remove the suspension. *Take away:* A signed settlement agreement is a binding contract. Agencies cannot just decide which part (s) they will implement. *Complainant v. Dep't of Homeland Security (Customs and Border Protection)* EEOC Appeal No. 0120150057 (February 20, 2015); request for reconsideration denied, EEOC Request No. 0520150298 (July 11, 2015). Submitted by Ms. Nichole Milline



DOL Issues Restroom Access Guide for Transgender Workers



GENDER NEUTRAL
RESTROOM

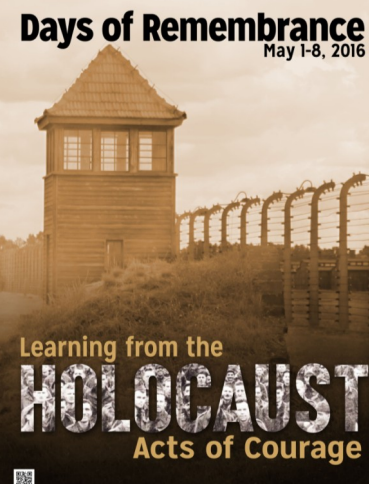
The Department of Labor's (DOL's) Occupational Safety and Health Administration (OSHA) developed "A Guide to Restroom Access for Transgender Workers." The guide follows a historic Equal Employment Opportunity Commission ruling which stated that denying a transgender employee access to the correct restroom is discriminatory. The guide provides helpful information and best practices, such as offering additional options of single-occupancy and gender-neutral restrooms. It also cautions managers not to challenge employees about their restroom preferences. Having restrooms that are accessible to all helps create a model workplace. Submitted by Chief Jesse Green

Interested in assessing your command climate? Contact your [CRSP](#) about an EO review!

Expect New Requirements for Hiring Persons With Disabilities



The Equal Employment Opportunity Commission (EEOC) is making changes to the Rehabilitation Act of 1973 on Feb. 24, 2016. Among the anticipated changes to the Act, federal agencies will be required to adopt the goal of having 12% of their workforces consist of people with disabilities and 2% of their workforces consist of people with targeted/severe disabilities. For further information about the proposal and comments received from the public, visit: https://www.eeoc.gov/laws/regulations/qanda_section_501.cfm Submitted by Ms. Carolyn Hunter



May 5th is internationally recognized as Holocaust Remembrance Day. It corresponds with the 27th day of Nisan on the Hebrew calendar. It marks the anniversary of the Warsaw Ghetto Uprising called Yom Hashoah in Hebrew. During this time, the nation remembers those who suffered and died during the Holocaust. The theme is "Never Again." Submitted by Ms. Francine Blyther



Equal Opportunity Climate Reviews Help



Members of the Civil Rights Directorate conducted an EO review at Shore Infrastructure Logistics Center (SILC). An EO review is an on-site visit by a team which helps a unit to proactively address workplace concerns, or to identify best practices at a unit. SILC CAPT Bonner thanked the team for their assistance, and expressed that the activity was informative and provided clear strategies that will assist him with improving his workforce climate. ▲ Pictured (from left to right): CAPT George Bonner, Mr. Albert Armstrong, Mr. Kevin Bremby, YNCS Toby Burke, Mr. Reginald Diggins and center, Ms. Christine Carolus. Submitted by Mr. Reginald Diggins

The submission period for the 2016 National IMAGE Inc. Meritorious Service Award is now open! The deadline is June 22, 2016. For more information, refer to [ALCOAST 120/16](#).

CRD Ensures CG Grantees Are EO Compliant

The Civil Rights Directorate (CRD) conducts compliance reviews of CG grantees receiving federal financial assistance. (CG grantees are states, territories, and non-profit organizations that assist the CG with its boating and safety mission.) Why: Title VI of the Civil Rights Act of 1964 prohibits discrimination by agencies against applicants and recipients of Federal grants and financial assistance based on race, color, or national origin. Further, Executive Order 13166 requires Federal agencies to ensure meaningful access by applicants and recipients whose English proficiency is limited. These laws and regulations also require Federal grant, loan, and contract recipients to comply with non-discrimination policies, practices, and reporting. Recently, Ms. Dayra Harbison and Ms. Gwendolyn King of CRD hosted a Coast Guard grantee workshop with its stakeholders, Coast Guard Boating and Safety Division, and CG current grantees, to ensure their continued compliance with the legal requirements and eligibility for Coast Guard funding. During the workshop, CRD staff shared the new DHS disbursement form, and current and future program requirements with grantees. This activity was well-received by all attendees. Pictured below are grantee representatives, members of CRD and the CG Boating and Safety Division. Submitted by Ms. Gwendolyn King

